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ABSTRACT

During the last decade, concerns have been raised regarding the national increase in temporary and part-time appointments for faculty with an accompanying decrease in permanent full-time faculty. This report reviews trends in the employment of full- and part-time faculty at Maryland's public colleges and universities between 1981 and 1998. Breakdowns are made with regard to race/ethnicity, gender, age, length of employment, highest degree attained, and academic program. Tenure and tenure track status are not included in the report as campuses were not consistent in their reporting of these variables. The figures show that part-time and temporary faculty are becoming more prevalent at Maryland's public colleges and universities while full-time permanent faculty members have declined. (Contains 14 tables.) (JM)

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MARYLAND HIGHER EDUCATION COMMISSION

Study of the Employment Status of Faculty at Maryland Public Campuses

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Introduction

During the last decade, concerns have been raised regarding the changing face of faculty composition in higher education: the increase in part-time and full-time faculty on temporary appointments with an accompanying decrease in permanent full-time faculty.

The economic recession in the early 1990s resulted in cutbacks in state appropriations to higher education institutions, thus forcing colleges and universities to examine their allocation of resources. While state funding for higher education is again on the increase, the revenue growth of the 1980s is not apt to be repeated. This reality, combined with pressures to restrain hikes in tuition and the costs of a college education, has focused more attention on faculty. Instructional costs represent the largest expenditure of an institution's expenses, with faculty salaries absorbing the largest of these costs.

Many college and university administrators are now treating higher education as a business and looking at the bottom line. Concerned about long-term costs, they are limiting the number of faculty hired in tenured or tenure-track positions. Instead, they are relying more heavily on part-time or full-time faculty who are willing to work on a contractual basis. These individuals are typically paid less than permanent full-time faculty and are less likely to receive benefits. This policy allows administrators to maintain flexibility and to respond quickly to the changing interest in various academic programs. Many faculty have expressed alarm about this trend, contending that it affects negatively the quality of instruction and advising provided to students and impacts on research productivity.

There is an abundance of literature from both faculty and administrators defending their respective positions, with strong arguments being offered by both sides.

The American Association of University Professors (AAUP) has published several papers regarding the growth of part-time and adjunct faculty. The 1993 *Status of Non-Tenure-Track Faculty* offered several recommendations aimed at strengthening the professional and economic status of these faculty members. Not surprisingly, the first recommendation of this paper was that "institutions should *limit* reliance on non-tenure-track faculty" and, second, when an institution has *legitimate* needs for these positions, policies should be in place to provide for their long-term contract stability and for tenure. Recommendations covered such areas as faculty evaluation, compensation, timely notice of nonreappointment, provision of resources necessary to perform duties and inclusion in faculty governance.

This year, the American Association of State Colleges and Universities issued a report *Facing Change: Building the Faculty of the Future*. Some of the recommendations in this report were that part-timers should be paid at equivalent rates to full-timers, evaluated regularly and given opportunities for advancement. This report covered all faculty whereas the AAUP report specifically dealt with the part-time and adjunct faculty. Produced by groups representing campus administrators and trustees, this report has been criticized by faculty groups for redefining the faculty's place in higher education.

Those critical of the rising use of temporary full-time faculty and part-time faculty usually argue against the trend on educational grounds. Arguments against temporary and full-time faculty frequently include the assertion that there is a reduction of student exposure to faculty (limited office hours and/or days on campus) and a decreased stability in and continuity of the

intellectual environment. It is also felt that these faculty members show less commitment to the student and are unlikely to voice controversial opinions since they serve at the pleasure of administrators.

Defenders of the use of temporary full-time or part-time faculty say that these instructors do not have to focus on academic publishing or committee service, they can devote their campus time entirely to students, and they are able to avoid departmental politics.

There have been many studies on the increasing numbers of part-time faculty but little attention has been given to the full-time faculty members employed on a contractual basis. A study by Jay L. Chronister and Roger G. Baldwin found that the proportion of full-time faculty working on contract has risen from 19 percent in 1975 to 28 percent in 1995. Officials at the institutions surveyed indicated that they expect this number to continue to increase. Their study also found that private institutions were more likely to employ full-time faculty on contract. The study calls for equitable pay, more support for professional development and a system of faculty rank that would recognize good performance and long-term service.

It is easy to document the growth of part-time faculty at the expense of full-time faculty. What is less easy to demonstrate is its effect upon higher education. There is no formula for the correct number of full-time vs. part-time faculty; this will vary with the institution and its mission.

This report will review trends in the employment of full- and part-time faculty at Maryland's public colleges and universities between 1981 and 1998. There are breakdowns on the basis of race/ethnicity, gender, age, length of employment, highest degree, length of employment and academic program. Comparisons will be made to national statistics as appropriate.

The Data

For this report, faculty is organized into three categories:

Permanent full-time:	Employed full-time, have faculty status and an appointment status of permanent
Temporary full-time:	Employed full-time, have faculty status and an appointment status of temporary
Part-time:	Employed part-time, have faculty status
Appointment status is defined as (1) permanent (or continuing) or (2) temporary (for a predesignated short period of time up to and including one year.	
Full-time is defined by the institution and is normally considered to be 35.5 to 40 hours per work week; *part-time* is normally considered to be less than 35 hours per week.	

All categories of faculty were examined: instructional, research and public service.

Since 1981, the Commission has collected unit record data on full- and part-time employees, including faculty, at Maryland's public two- and four-year colleges and universities in its Employee Data System (EDS). EDS does not capture data for the State's independent

institutions. Excluded from this analysis are the extension services and system headquarters of the University System of Maryland, Montgomery College's central administration, and faculty in clinical medicine positions at the University of Maryland School of Medicine. Continuing education faculty are also not included.

The decision was made to omit tenure/tenure track status as one of the elements of analysis. Several Maryland public campuses no longer grant tenure to new faculty. In addition, campuses have not been consistent in their reporting of this variable to the Commission, and its inclusion would have provided an inaccurate representation of the faculty count.

The sources of the nationwide trends used in this report are the National Study of Postsecondary Faculty conducted in 1987-1988 and 1992-1993 by the National Center for Education Statistics (NCES) and 1995 figures from the Integrated Postsecondary Education Data System (IPEDS). The NCES surveys collected data relating to employment status, academic rank, highest degree, salaries and work load of faculty across the country. The IPEDS numbers were used to provide comparisons for part-time faculty. Both the surveys and the IPEDS figures represent the most recent national information available. In some cases, data could not be distinguished for public institutions alone.

Analysis

The first part of this section will focus on trends in faculty employment status. It will examine changes in the number and composition of Maryland faculty by campus since 1981 in terms of the three employment categories: full-time permanent, full-time temporary and part-time. The second portion will analyze differences in these types of faculty in 1998 on the basis of race/ethnicity, gender, age, length of employment, highest degree earned, and major program.

Trends in Faculty Employment Status by Campus

The following table compares the percentage of Maryland faculty who fell into each employment category in 1981 and 1998. **The figures show that part-time and full-time temporary faculty have become somewhat more prevalent at the State's public colleges and universities, while the presence of full-time permanent faculty has declined.**

Just over one-third (36 percent) of the faculty at Maryland public campuses in 1998 were employed on a permanent full-time basis. Seventeen years ago, 42 percent of the faculty were full-time permanents. Full-time temporaries and part-timers have replaced these faculty. A

Comparison of Employment Status of Maryland Faculty 1981 and 1998

	1981 Faculty			1998 Faculty		
	Permanent	Temporary	Part-Time	Permanent	Temporary	Part-Time
Community Colleges	30%	4%	66%	22%	9%	69%
Public Four Year	52%	15%	34%	46%	17%	39%
All Campuses	42%	10%	48%	36%	13%	51%

Source MHEC 1998 EDS

majority of Maryland faculty (51 percent) in 1998 had part-time status, and 13 percent were full-time but on temporary appointments. In 1981, 48 percent of the faculty were part-time and 10 percent were full-time temporaries. This trend has been evident at both community colleges and public four-year campuses. Since 1981, the proportion of full-time permanent faculty has fallen from 30 percent to 22 percent at the two-year institutions and from 52 percent to 46 percent at the four-year campuses. There has been a corresponding increase at both types of institutions in the percentage of part-time and full-time temporary faculty. Community colleges have traditionally relied on part-time faculty, and more than two -thirds of those at the two-year campuses in 1998 held this status. However, nearly 40 percent of the faculty at the public four-year institutions are now part-timers, an increase from 34 percent in 1981. The pattern is evident nationwide as well, where the proportion of part-time instructional faculty and staff at all types of institutions rose from 33 percent in 1987 to 42 percent in 1992.

The next table displays the actual number of faculty, by campus and employment category, employed in Maryland in 1981 and 1998. **The figures demonstrate the dramatic increase in part-time and full-time temporary faculty at Maryland public campuses during this time span.** A breakdown of the numbers by individual campuses can be found in Tables 1 to 7.

In terms of actual numbers, all three groups of faculty have experienced growth at Maryland public campuses since 1981. However, most of this increase has come in part-time and full-time temporary faculty. Indeed, 84 percent of the total growth in faculty during the past 17 years at Maryland public colleges and universities (and all of it at the community colleges) has been due to part-timers and full-time temporaries. Part-time faculty have seen their ranks swell by 40 percent since 1981 and the number of full-time faculty on temporary appointments have soared by 74 percent. In contrast, full-time permanent faculty have risen by a modest 12 percent during the same period.

Type of Faculty	1981	1998	% Change
Permanent full-time			
Community Colleges	1,486	1,383	-7
Public 4 yr.-Institutions	3,132	3,806	22
All Institutions	4,618	5,189	12
Temporary full-time			
Community Colleges	186	551	196
Public 4 yr.-Institutions	934	1,403	50
All Institutions	1,120	1,954	74
Part-Time			
Community Colleges	3,284	4,270	30
Public 4 yr.-Institutions	1,995	3,144	58
All Institutions	5,279	7,414	40

Source: MHEC 1998 EDS

The number of full-time permanent faculty at the community colleges actually fell by 7 percent since 1981, while there was 22 percent growth among this group of faculty at the public four-year campuses. There were 30 percent more part-time faculty at the community colleges in 1998 than 1981, and 58 percent additional part-timers at the public four-year institutions. Temporary full-time faculty nearly tripled at the community colleges in the past 17 years, and they increased by 50 percent at the public four-year campuses. The substantial increase in full-time temporary faculty at the two-year campuses was affected strongly by the decision of Montgomery College in 1996 to hire full-time faculty only an a temporary contractual basis. Since Montgomery has the largest number of faculty of all community colleges, this policy change had a significant impact on the numbers for this sector. In any event, the rapid growth of both part-time and full-time temporary faculty is an indication that fewer permanent full-time faculty are being hired for available positions.

Characteristics of Faculty By Employment Status

Race

Statewide, a slightly greater percentage of African American faculty (42 percent) and Asian American faculty (38 percent) held full-time permanent positions than was true for all faculty (36 percent) in 1998 (Table 8). This was due to hiring practices at the public four-year campuses where a majority (53 percent) of the African American faculty were employed on a full-time permanent basis as were 47 percent of the Asian American faculty. However, the proportion of African American and Asian American faculty at the community colleges who held full-time permanent appointments trailed the average. A majority of African American faculty at both the historically black and traditionally white institutions were on full-time permanent contracts. Maryland public colleges and universities have a somewhat more racially diverse faculty than is the case nationwide where 87 percent of the full-time faculty and 89 percent of the part-time faculty are white. In Maryland, 79 percent of the full-time permanent faculty, 74 percent of the full-time temporary faculty, and 80 percent of the part-time faculty are white.

Gender

More than two-thirds (68 percent) of the women faculty at Maryland public campuses in 1998 held part-time or full-time temporary positions, compared to 62 percent of the men (Table 9). This is explained almost entirely by the distribution of women faculty at the public four-year campuses, where 59 percent hold part-time or full-time temporary appointments, as opposed to 52 percent of the men. There is little difference in faculty employment status on the basis of gender at the community colleges. The table below looks at the data in another way. Women represented 37 percent of the full-time permanent faculty at Maryland public campuses, but 43 percent of the full-time temporary instructors and 44 percent of the part-timers. Maryland's breakdown of faculty along gender lines is very similar to the national figures, where women constitute one-third of the full-time faculty and 45 percent of the part-time faculty.

Maryland Faculty By Gender - 1998		
	% Male	% Female
Permanent full-time		
Community Colleges	50	50
Public 4-yr. Institutions	68	32
All Institutions	63	37
Temporary full-time		
Community Colleges	48	52
Public 4-yr. Institutions	61	39
All Institutions	57	43
Part-Time		
Community Colleges	51	49
Public 4-yr. Institutions	62	38
All Institutions	56	44

Source: MHEC 1998 EDS

Age

There is an age gap between full-time permanent faculty and their transitory colleagues at Maryland public campuses (Table 10). Half of the full-time faculty on permanent appointments in 1998 were over the age of 50, while just 17 percent were 40 years or younger. In contrast, 42 percent of the full-time temporary faculty and 26 percent of the part-time faculty were 40 years of age or younger. This pattern exists at both the two- and four-year public campuses. Since it can be presumed that younger faculty have been hired more recently, this finding reflects the tendency of campus administrators to limit the number of permanent

appointments made to the faculty. The age ranges of Maryland faculty were closely aligned to the national figures.

Length of Employment

Not surprisingly, full-time permanent faculty at Maryland public campuses had far more work longevity than their counterparts (Table 11). A substantial majority (79 percent) of those on full-time permanent contracts had been employed at their institutions for four years or more. Slightly less than half (49 percent) of the full-time faculty with temporary appointments had worked at their campuses for four years or more, while 36 percent had been there for a year or less. A majority of the part-time faculty were employed by their institutions for one year or less, while only one-third held jobs that had lasted for four or more years. This pattern was consistent at both two- and four-year public campuses.

Three-fourths of the "new hires" in Maryland--those faculty who were working at their institution for one year or less--were part-timers and just 12 percent were full-time permanents. Even at the public four-year institutions, nearly two-thirds (65 percent) of the new hires were employed part-time while 17 percent had full-time permanent appointments. This finding also provides insight into the current hiring practices of administrators at the public campuses.

Highest Degree Earned

As expected, the more secure a faculty member's appointment, the higher his or her degree attainment tended to be (Table 12). Transitory faculty had lesser academic credentials. Nearly two-thirds of the full-time permanent faculty in 1998 held a doctorate or professional degree, compared to 44 percent of the full-time temporaries and 26 percent of the part-timers. This pattern was most evident at the public four-year campuses, where 81 percent of full-time faculty on permanent appointments had earned a doctoral or professional degree, as opposed to just half of the full-time temporaries and 42 percent of the part-timers. The relationship was less evident at the community colleges, where there was little difference between the two types of full-time faculty. Nonetheless, many Maryland faculty with doctoral and professional degrees were employed on other than permanent contracts: 29 percent were part-time and 14 percent were full-time on temporary appointments.

Major Program

Tables 13 and 14 present the major academic programs of the three groups of faculty at Maryland community colleges and public four-year campuses in 1998. Seventy percent of the full-time permanent faculty and two-thirds of the full-time temporaries taught in transfer programs at the two-year institutions. Less than half (45 percent) of the part-time faculty were in these fields, and 40 percent were not categorized with any specific program concentration.

At the public four-year campuses, eight programs constituted nearly two-thirds of the full-time permanent faculty: social sciences, education, letters (the humanities), physical sciences, business, engineering, fine arts, and health professions. Just four disciplines accounted for half of the full-time faculty on temporary contracts: physical sciences (18 percent), engineering (12 percent), social sciences (11 percent), and health professions (9 percent). Seven fields represented a majority of the part-time faculty: education, social sciences, fine arts, letters, health professions, business and engineering.

A "typical" Maryland faculty member who was either full-time on temporary appointment or part-time would most likely be a woman under the age of 50 who had worked at her campus for no more than three years and whose highest degree was a master's.

TABLES

Table 1
Trends in Full-Time Permanent Faculty 1981 - 1998
Maryland Community Colleges

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Allegany College of Maryland	79	75	77	76	74	71	74	74	81
Anne Arundel Community College	140	134	144	186	177	181	179	183	194
Baltimore City Community College	147	140	159	159	133	128	117	112	123
The Community College of Baltimore County									
Catonsville	206	210	226	214	185	179	175	177	175
Dundalk	47	46	54	54	58	51	52	53	53
Essex	165	170	169	169	170	164	164	166	168
Cecil Community College	0	20	29	34	40	37	39	38	43
Charles County Community College	43	41	43	47	50	45	45	55	61
Chesapeake College	0	29	34	38	38	36	37	39	38
Frederick Community College	33	42	39	39	40	39	42	46	56
Garrett Community College	22	23	22	19	12	14	12	13	14
Hagerstown Junior College	51	52	76	51	52	52	52	51	52
Harford Community College	80	75	82	84	81	77	72	70	74
Howard Community College	41	41	44	43	44	46	49	53	58
Montgomery College	236	230	229	223	215	198	337	338	361
Prince George's Community College	186	189	185	181	173	167	151	150	153
Wor-Wic Community College	10	19	19	19	23	25	24	25	28
Community College Total	***1,486***	***1,536***	***1,631***	***1,636***	***1,565***	***1,510***	***1,621***	***1,643***	***1,732***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Allegany College of Maryland	83	82	79	80	85	86	90	92	88
Anne Arundel Community College	195	194	197	198	205	200	198	191	198
Baltimore City Community College	107	109	117	113	111	123	107	106	118
Carroll Community College	-	-	-	-	41	39	40	41	43
The Community College of Baltimore County									
Catonsville	175	178	167	159	169	159	146	142	135
Dundalk	53	54	51	51	56	52	47	45	41
Essex	170	165	163	152	147	141	123	119	127
Cecil Community College	44	49	42	46	49	43	38	38	37
Charles County Community College	67	69	66	72	75	79	80	82	86
Chesapeake College	37	38	42	43	42	41	36	39	42
Frederick Community College	64	64	66	68	71	69	73	71	72
Garrett Community College	14	15	14	13	14	14	15	17	19
Hagerstown Junior College	53	51	54	55	58	56	56	58	57
Harford Community College	78	81	81	79	80	85	75	73	74
Howard Community College	67	78	85	89	90	94	89	85	87
Montgomery College	361	361	386	397	396	398	0	0	0
Prince George's Community College	158	160	155	146	144	137	133	130	120
Wor-Wic Community College	31	30	28	32	37	37	37	39	39
Community College Total	***1,757***	***1,778***	***1,793***	***1,793***	***1,870***	***1,853***	***1,383***	***1,368***	***1,383***

Table 2
Trends in Full-time "Temporary" Faculty 1981 - 1998
Maryland Community Colleges

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Allegany College of Maryland	0	2	1	1	2	2	0	0	0
Anne Arundel Community College	37	44	36	1	0	0	2	0	1
Baltimore City Community College	0	0	8	4	2	4	4	4	0
The Community College of Baltimore County									
Catonsville	6	5	9	22	16	18	31	26	46
Dundalk	0	4	1	2	0	0	0	2	2
Essex	2	6	9	9	8	13	17	11	2
Cecil Community College	0	2	0	1	2	3	1	2	2
Charles County Community College	0	0	1	0	0	0	1	1	1
Chesapeake College	0	0	0	1	1	0	0	0	0
Frederick Community College	0	0	0	0	5	2	2	1	1
Garrett Community College	0	0	0	0	1	0	0	0	0
Hagerstown Junior College	0	0	0	0	0	0	0	0	0
Harford Community College	8	5	1	0	0	1	1	1	0
Howard Community College	0	0	0	0	0	0	1	0	0
Montgomery College	88	100	109	108	119	136	4	2	3
Prince George's Community College	45	45	53	52	59	54	59	59	65
Wor-Wic Community College	0	1	1	0	0	0	0	0	0
Community College Total	***186***	***214***	***229***	***201***	***215***	***233***	***123***	***109***	***123***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Allegany College of Maryland	0	0	2	1	1	1	1	1	2
Anne Arundel Community College	0	0	0	0	1	0	0	3	0
Baltimore City Community College	2	1	4	5	6	4	6	10	0
Carroll Community College	-	-	-	31	1	1	0	3	1
The Community College of Baltimore County									
Catonsville	47	48	48	16	14	19	25	32	38
Dundalk	5	4	6	5	1	1	4	5	9
Essex	4	6	5	6	4	7	16	15	15
Cecil Community College	2	0	1	1	1	0	1	1	0
Charles County Community College	1	2	2	0	0	0	0	0	0
Chesapeake College	0	0	0	0	0	0	0	0	0
Frederick Community College	1	1	1	1	1	4	1	4	0
Garrett Community College	0	0	1	1	0	0	1	0	0
Hagerstown Junior College	0	2	1	2	1	1	0	0	0
Harford Community College	0	0	0	0	2	0	4	2	3
Howard Community College	0	0	0	0	0	0	0	0	0
Montgomery College	1	7	2	4	0	0	383	383	388
Prince George's Community College	59	50	55	57	69	66	75	87	95
Wor-Wic Community College	0	0	3	4	0	0	0	0	0
Community College Total	***122***	***121***	***131***	***134***	***102***	***104***	***517***	***546***	***551***

Table 3
Trends in Part-Time Faculty 1981 - 1998
Maryland Community Colleges

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Allegany College of Maryland	32	52	65	89	54	43	52	64	74
Anne Arundel Community College	366	552	369	301	228	252	270	310	305
Baltimore City Community College	375	323	349	377	230	200	213	267	217
The Community College of Baltimore County									
Catonsville	486	424	448	599	204	170	280	331	361
Dundalk	78	114	119	116	144	166	146	146	136
Essex	233	259	301	306	248	224	227	293	313
Cecil Community College	0	51	60	66	41	45	48	65	59
Charles County Community College	146	146	174	185	192	200	197	213	230
Chesapeake College	0	138	140	121	101	94	120	179	180
Frederick Community College	115	139	225	177	144	145	148	171	181
Garrett Community College	50	38	18	28	24	3	19	19	19
Hagerstown Junior College	0	0	59	89	89	84	92	97	120
Harford Community College	221	138	152	119	99	130	152	173	202
Howard Community College	145	140	145	132	157	153	152	212	184
Montgomery College	518	477	527	493	549	557	575	601	638
Prince George's Community College	483	526	519	539	335	323	351	389	398
Wor-Wic Community College	36	43	60	55	34	36	37	43	49
Community College Total	***3,284***	***3,560***	***3,730***	***3,792***	***2,873***	***2,825***	***3,079***	***3,573***	***3,666***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Allegany College of Maryland	95	78	116	106	123	106	125	152	135
Anne Arundel Community College	342	391	325	379	327	372	372	428	469
Baltimore City Community College	186	212	97	280	275	224	288	138	311
Carroll Community College	-	-	-	77	83	98	87	148	299
The Community College of Baltimore County									
Catonsville	421	466	454	433	414	377	384	333	304
Dundalk	147	165	180	168	173	144	103	112	96
Essex	358	428	384	425	385	374	354	346	242
Cecil Community College	49	45	44	49	45	56	66	66	65
Charles County Community College	238	238	221	232	232	234	240	256	271
Chesapeake College	215	56	90	88	100	109	123	107	118
Frederick Community College	187	183	188	199	191	196	193	208	210
Garrett Community College	24	19	23	29	36	32	15	29	24
Hagerstown Junior College	124	138	135	135	130	123	110	109	108
Harford Community College	144	166	166	181	168	171	250	233	263
Howard Community College	199	205	207	203	210	221	229	222	230
Montgomery College	693	715	712	742	717	678	633	679	653
Prince George's Community College	381	340	386	401	363	358	366	396	404
Wor-Wic Community College	44	59	63	55	65	59	62	72	68
Community College Total	***3,847***	***3,904***	***3,791***	***4,182***	***4,037***	***3,932***	***4,000***	***4,034***	***4,270***

Table 4
Trends in Full-Time Permanent Faculty 1981 - 1998
Maryland Public Four-Year Campuses

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Bowie State University	63	58	74	61	61	61	95	108	105
Coppin State University	96	91	79	70	69	72	107	109	107
Frostburg State University	173	191	183	184	175	178	181	197	218
Salisbury State University	173	176	177	170	170	169	195	190	193
Towson University	399	397	401	390	389	381	486	489	518
University of Baltimore	122	127	120	111	128	122	141	147	164
University of Maryland, Baltimore	187	296	268	261	236	216	207	204	195
University of Maryland Baltimore County	256	228	237	248	254	252	262	284	289
University of Maryland, College Park	1,303	1,312	1,310	1,319	1,334	1,361	1,346	1,350	1,386
University of Maryland Eastern Shore	62	58	46	46	46	58	64	62	66
University of Maryland University College	0	0	3	1	1	0	2	0	1
USM Total	***2,834***	***2,934***	***2,898***	***2,861***	***2,863***	***2,870***	***3,086***	***3,140***	***3,242***
Morgan State University	240	227	222	210	208	172	212	206	200
St. Mary's College of Maryland	58	61	64	64	62	64	74	75	80
Public Four Year Total	***3,132***	***3,222***	***3,184***	***3,135***	***3,133***	***3,106***	***3,372***	***3,421***	***3,522***
Total All Campuses for 1981 - 1989	***4,618***	***4,758***	***4,815***	***4,771***	***4,698***	***4,616***	***4,993***	***5,064***	***5,254***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Bowie State University	111	116	110	112	99	126	129	131	136
Coppin State University	111	102	96	98	96	99	101	105	99
Frostburg State University	205	223	216	211	222	214	212	216	219
Salisbury State University	208	204	206	203	199	200	204	207	212
Towson University	503	483	481	471	468	465	454	450	458
University of Baltimore	173	171	167	166	163	160	155	142	144
University of Maryland, Baltimore	197	217	217	211	217	223	226	559	205
University of Maryland Baltimore County	290	310	296	305	315	316	324	328	324
University of Maryland, College Park	1,394	1,349	1,305	1,447	1,442	1,564	1,584	1,546	1,586
University of Maryland Eastern Shore	68	70	66	68	74	71	83	89	77
University of Maryland University College	0	0	0	0	0	0	0	0	0
USM Total	***3,260***	***3,245***	***3,160***	***3,292***	***3,295***	***3,438***	***3,472***	***3,773***	***3,460***
Morgan State University	204	211	224	235	239	240	219	200	244
St. Mary's College of Maryland	94	93	95	103	101	99	107	107	102
Public Four Year Total	***3,558***	***3,549***	***3,479***	***3,630***	***3,635***	***3,777***	***3,798***	***4,080***	***3,806***
Total All Campuses for 1990 - 1998	***5,315***	***5,327***	***5,272***	***5,423***	***5,505***	***5,630***	***5,181***	***5,448***	***5,189***

Table 5
Trends in Full-Time "Temporary" Faculty 1981 - 1998
Maryland Public Four-Year Campuses

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Bowie State University	17	16	38	36	32	32	3	0	14
Coppin State University	20	23	31	33	34	28	0	3	3
Frostburg State University	32	8	10	7	9	12	13	20	23
Salisbury State University	3	4	4	4	1	10	0	28	37
Towson University	47	53	55	77	92	66	0	1	0
University of Baltimore	15	11	20	28	15	19	0	0	3
University of Maryland, Baltimore	198	75	91	98	107	106	96	110	112
University of Maryland Baltimore County	4	81	78	87	102	111	105	105	89
University of Maryland, College Park	534	550	561	570	614	604	626	674	685
University of Maryland Eastern Shore	25	32	29	44	44	39	39	34	47
University of Maryland University College	13	11	6	8	3	3	1	6	25
USM Total	***908***	***864***	***923***	***992***	***1,053***	***1,030***	***883***	***981***	***1,038***
Morgan State University	17	21	19	26	20	44	10	11	44
St. Mary's College of Maryland	9	8	4	6	9	9	7	9	4
Public Four Year Total	***934***	***893***	***946***	***1,024***	***1,082***	***1,083***	***900***	***1,001***	***1,086***
Total All Campuses for 1981 - 1989	***1,120***	***1,107***	***1,175***	***1,225***	***1,297***	***1,316***	***1,023***	***1,110***	***1,209***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Bowie State University	18	6	16	15	37	20	10	9	23
Coppin State University	6	3	6	6	8	7	9	10	15
Frostburg State University	36	24	18	21	22	26	27	25	19
Salisbury State University	35	34	30	37	45	45	50	47	51
Towson University	0	0	0	0	5	0	15	15	24
University of Baltimore	0	0	0	0	0	0	0	0	0
University of Maryland, Baltimore	127	121	113	121	123	128	126	597	139
University of Maryland Baltimore County	98	85	88	102	109	111	107	133	159
University of Maryland, College Park	687	652	700	762	763	860	844	858	824
University of Maryland Eastern Shore	53	70	71	79	77	73	64	55	45
University of Maryland University College	13	13	18	24	11	10	9	9	10
USM Total	***1,073***	***1,008***	***1,060***	***1,167***	***1,200***	***1,280***	***1,261***	***1,758***	***1,309***
Morgan State University	23	34	35	50	52	61	55	42	85
St. Mary's College of Maryland	2	1	1	0	7	9	6	0	9
Public Four Year Total	***1,098***	***1,043***	***1,096***	***1,217***	***1,259***	***1,350***	***1,322***	***1,800***	***1,403***
Total All Campuses for 1990 - 1998	***1,220***	***1,164***	***1,227***	***1,351***	***1,361***	***1,454***	***1,839***	***2,346***	***1,954***

Table 6
Trends in Part-Time Faculty 1981 - 1998
Maryland Public Four-Year Campuses

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Bowie State University	100	80	25	58	0	90	80	64	36
Coppin State University	47	32	78	57	41	50	47	66	27
Frostburg State University	43	42	64	42	41	42	37	64	37
Salisbury State University	63	54	67	75	72	65	73	68	66
Towson University	374	356	418	382	367	386	382	467	366
University of Baltimore	109	106	117	108	128	119	121	109	137
University of Maryland, Baltimore	150	144	144	136	135	126	140	152	181
University of Maryland Baltimore County	127	167	187	196	216	207	194	237	217
University of Maryland, College Park	446	487	476	539	559	483	562	568	538
University of Maryland Eastern Shore	6	14	6	11	15	19	18	17	25
University of Maryland University College	436	597	662	555	569	588	573	530	611
USM Total	***1,901***	***2,079***	***2,244***	***2,159***	***2,143***	***2,175***	***2,227***	***2,342***	***2,241***
Morgan State University	49	51	56	3	0	143	114	116	72
St. Mary's College of Maryland	45	41	25	31	33	33	44	42	59
Public Four Year Total	***1,995***	***2,171***	***2,325***	***2,193***	***2,176***	***2,351***	***2,385***	***2,500***	***2,372***
Total All Campuses for 1981 - 1989	***5,279***	***5,731***	***6,055***	***5,985***	***5,049***	***5,176***	***5,464***	***6,073***	***6,038***

	1990	1991	1992	1993	1994	1995	1996	1997	1998
Bowie State University	84	112	94	66	82	109	112	150	135
Coppin State University	36	1	91	115	128	85	94	57	26
Frostburg State University	59	72	71	82	73	100	89	93	88
Salisbury State University	73	81	87	93	105	111	98	114	108
Towson University	404	400	422	439	466	458	504	569	585
University of Baltimore	131	108	108	135	141	113	141	153	182
University of Maryland, Baltimore	166	132	138	122	131	137	138	330	128
University of Maryland Baltimore County	225	221	239	289	301	329	233	294	314
University of Maryland, College Park	548	502	541	553	627	637	662	665	760
University of Maryland Eastern Shore	35	54	46	57	61	47	66	92	81
University of Maryland University College	638	633	649	666	659	629	634	649	645
USM Total	***2,399***	***2,316***	***2,486***	***2,617***	***2,774***	***2,755***	***2,771***	***3,166***	***3,052***
Morgan State University	96	80	72	75	85	84	116	102	21
St. Mary's College of Maryland	55	48	41	36	39	41	49	59	71
Public Four Year Total	***2,550***	***2,444***	***2,599***	***2,728***	***2,898***	***2,880***	***2,936***	***3,327***	***3,144***
Total All Campuses for 1990 - 1998	***6,397***	***6,348***	***6,390***	***6,910***	***6,935***	***6,812***	***6,936***	***7,361***	***7,414***

Table 7
Trends in Perentage of Faculty for Maryland Public Two and Four Year Institutions
1981 - 1998

	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
Community Colleges																		
Permanent Faculty	30%	29%	29%	29%	34%	33%	34%	31%	31%	31%	31%	31%	29%	31%	31%	23%	23%	22%
"Temporary" Faculty	4%	4%	4%	4%	5%	5%	3%	2%	2%	2%	2%	2%	2%	2%	2%	9%	9%	9%
Part-Time Faculty	66%	67%	67%	67%	62%	62%	64%	67%	66%	67%	67%	66%	68%	67%	67%	68%	68%	69%
USM																		
Permanent Faculty	50%	50%	48%	48%	47%	47%	50%	49%	50%	48%	49%	47%	47%	45%	46%	46%	43%	44%
"Temporary" Faculty	16%	15%	15%	70%	17%	17%	14%	15%	16%	16%	15%	16%	16%	17%	17%	17%	20%	17%
Part-Time Faculty	34%	35%	37%	36%	35%	36%	36%	36%	34%	36%	35%	37%	37%	38%	37%	37%	36%	39%
Morgan State University																		
Permanent Faculty	78%	76%	75%	88%	91%	48%	63%	62%	63%	63%	65%	68%	65%	64%	62%	56%	58%	70%
"Temporary" Faculty	6%	7%	6%	11%	9%	12%	3%	3%	14%	7%	10%	11%	14%	14%	16%	14%	12%	24%
Part-Time Faculty	16%	17%	19%	1%	0%	40%	34%	35%	23%	30%	25%	22%	21%	23%	22%	30%	30%	6%
St. Mary's College																		
Permanent Faculty	52%	55%	69%	63%	60%	60%	59%	60%	56%	62%	65%	69%	74%	69%	66%	66%	64%	56%
"Temporary" Faculty	8%	7%	4%	6%	9%	8%	6%	7%	3%	1%	1%	1%	0%	5%	6%	4%	0%	5%
Part-Time Faculty	40%	37%	27%	31%	32%	31%	35%	33%	41%	36%	34%	30%	26%	27%	28%	30%	36%	39%
Public Four-Year																		
Permanent Faculty	52%	51%	49%	49%	49%	47%	51%	49%	50%	49%	50%	48%	48%	47%	47%	47%	44%	46%
"Temporary" Faculty	15%	14%	15%	16%	17%	17%	14%	14%	16%	15%	15%	15%	16%	16%	17%	16%	20%	17%
Part-Time Faculty	33%	35%	36%	35%	34%	36%	36%	36%	34%	35%	35%	36%	36%	37%	36%	36%	36%	38%
Total All Campuses																		
Permanent Faculty	42%	41%	40%	40%	43%	42%	43%	41%	42%	41%	41%	41%	40%	40%	41%	37%	36%	36%
"Temporary" Faculty	10%	10%	10%	10%	12%	12%	9%	9%	10%	9%	9%	10%	10%	10%	10%	13%	15%	13%
Part-Time Faculty	48%	49%	50%	50%	46%	47%	48%	50%	48%	49%	49%	50%	50%	50%	49%	50%	49%	51%

Table 8
Faculty of Maryland Public Campuses 1998
By Race

	FACULTY COUNT				PERCENTAGE			
	African American	Asian American	White	*Other Race	African American	Asian American	White	*Other Race
Community Colleges								
Permanent Faculty	128	29	1,205	21	9%	2%	87%	2%
"Temporary" Faculty	77	27	434	13	14%	5%	79%	2%
Part-Time Faculty	522	87	3,431	230	12%	2%	80%	5%
****Historically Black Institutions**								
Permanent Faculty	354	43	148	11	64%	8%	27%	2%
"Temporary" Faculty	106	15	39	8	63%	9%	23%	5%
Part-Time Faculty	147	3	91	22	56%	1%	35%	8%
*****Historically White Institutions**								
Permanent Faculty	165	242	2,562	76	5%	8%	84%	2%
"Temporary" Faculty	48	171	835	32	4%	16%	77%	3%
Part-Time Faculty	90	108	1,859	51	4%	5%	88%	2%
USM								
Permanent Faculty	357	269	2,748	86	10%	8%	79%	2%
"Temporary" Faculty	113	178	980	38	9%	14%	75%	3%
Part-Time Faculty	285	145	2,431	191	9%	5%	80%	6%
Morgan State University								
Permanent Faculty	169	18	53	4	69%	7%	22%	2%
"Temporary" Faculty	55	11	16	3	65%	13%	19%	4%
Part-Time Faculty	18	1	2	0	86%	5%	10%	0%
St. Mary's College								
Permanent Faculty	10	8	83	1	10%	8%	81%	1%
"Temporary" Faculty	1	0	7	1	11%	0%	78%	11%
Part-Time Faculty	2	0	66	3	3%	0%	93%	4%
Public Four-Year								
Permanent Faculty	536	295	2,884	91	14%	8%	76%	2%
"Temporary" Faculty	169	189	1,003	42	12%	13%	71%	3%
Part-Time Faculty	305	146	2,499	194	10%	5%	79%	6%
Total All Campuses								
Permanent Faculty	664	324	4,089	112	13%	6%	79%	2%
"Temporary" Faculty	246	216	1,437	55	13%	11%	74%	3%
Part-Time Faculty	827	233	5,930	424	11%	3%	80%	6%

* Other includes Native American, Hispanic and Other

** Historically Black Institutions: Bowie, Coppin, Morgan, UMES

***Historically White Institutions: Frostburg, Salisbury, Towson, UB, UMBC, UMCP, St. Mary's

Table 9
Faculty of Maryland Public Campuses 1998
By Gender

FACULTY COUNT

	Full-Time				Part-Time	
	Permanent		"Temporary"			
	Male	Female	Male	Female	Male	Female
Community Colleges	687	696	263	288	2,191	2,079
USM	2,372	1,088	796	513	1,877	1,175
Morgan	147	97	49	36	16	5
St. Mary's	61	41	6	3	34	37
Public Four-Year	2,580	1,226	851	552	1,927	1,217
Total All Campuses	3,267	1,922	1,114	840	4,118	3,296

PERCENTAGE

	Full-Time				Part-Time	
	Permanent		"Temporary"			
	Male	Female	Male	Female	Male	Female
Community Colleges	50%	50%	48%	51%	51%	49%
USM	67%	31%	61%	39%	62%	39%
Morgan	60%	40%	58%	42%	76%	24%
St. Mary's	60%	40%	67%	33%	48%	52%
Public Four-Year	68%	32%	61%	39%	61%	39%
Total All Campuses	63%	37%	57%	43%	56%	45%

Table 10
Faculty of Maryland Public Campuses 1998
By Age

	FACULTY COUNT					PERCENTAGE				
	Under 30	31 - 40	41 - 50	51 - 60	Over 60	Under 30	31 - 40	41 - 50	51 - 60	Over 60
Community Colleges										
Permanent Faculty	27	150	449	624	133	2%	11%	32%	45%	10%
"Temporary" Faculty	13	85	167	213	73	2%	15%	30%	39%	13%
Part-Time Faculty	277	755	1,032	775	1,431	6%	18%	24%	18%	34%
USM										
Permanent Faculty	91	590	1,089	1,230	460	3%	17%	31%	36%	13%
"Temporary" Faculty	207	482	362	205	53	16%	37%	28%	16%	4%
Part-Time Faculty	219	642	958	809	424	7%	21%	31%	27%	14%
Morgan State University										
Permanent Faculty	4	34	81	80	45	2%	14%	33%	33%	18%
"Temporary" Faculty	13	11	28	20	13	15%	13%	33%	24%	15%
Part-Time Faculty	1	4	6	5	5	5%	19%	29%	24%	24%
St. Mary's College										
Permanent Faculty	4	26	31	33	8	4%	25%	30%	32%	8%
"Temporary" Faculty	1	4	3	1	0	11%	44%	33%	11%	0%
Part-Time Faculty	8	16	28	13	6	11%	23%	39%	18%	8%
Public Four-Year										
Permanent Faculty	99	650	1,201	1,343	513	3%	17%	32%	35%	13%
"Temporary" Faculty	221	497	393	226	66	16%	35%	28%	16%	5%
Part-Time Faculty	228	662	992	827	435	7%	21%	32%	26%	14%
Total All Campuses										
Permanent Faculty	126	800	1,650	1,967	646	2%	15%	32%	38%	12%
"Temporary" Faculty	234	582	560	439	139	12%	30%	29%	22%	7%
Part-Time Faculty	505	1,417	2,024	1,602	1,866	7%	19%	27%	22%	25%

Table 11
Faculty of Maryland Public Campuses 1998
By Length of Employment

	FACULTY COUNT			PERCENTAGE		
	Four Years or more	Two-Three Years	One Year or less	Four Years or more	Two-Three Years	One Year or less
Community Colleges						
Permanent Faculty	1,210	70	103	87%	5%	7%
"Temporary" Faculty	404	59	88	73%	11%	16%
Part-Time Faculty	1,770	681	1,819	41%	16%	43%
USM						
Permanent Faculty	2,715	301	444	78%	9%	13%
"Temporary" Faculty	536	226	547	41%	17%	42%
Part-Time Faculty	653	281	2,118	21%	9%	69%
Morgan State University						
Permanent Faculty	117	36	91	48%	15%	37%
"Temporary" Faculty	13	6	66	15%	7%	78%
Part-Time Faculty	1	0	20	5%	0%	95%
St. Mary's College						
Permanent Faculty	77	11	14	75%	11%	14%
"Temporary" Faculty	1	5	3	11%	56%	33%
Part-Time Faculty	31	12	28	44%	17%	39%
Public Four-Year						
Permanent Faculty	2,909	348	549	76%	9%	14%
"Temporary" Faculty	550	237	616	39%	17%	44%
Part-Time Faculty	685	293	2,166	22%	9%	69%
Total All Campuses						
Permanent Faculty	4,119	418	652	79%	8%	13%
"Temporary" Faculty	954	296	704	49%	15%	36%
Part-Time Faculty	2,455	974	3,985	33%	13%	54%

Table 12
Faculty of Maryland Public Campuses 1998
By Highest Degree Earned

	FACULTY COUNT			PERCENTAGE		
	Bachelors or Less	Masters	Doctorate/ First Professional	Bachelors or Less	Masters	Doctorate/ First Professional
Community Colleges						
Permanent Faculty	102	930	346	7%	67%	25%
"Temporary" Faculty	42	356	150	8%	65%	27%
Part-Time Faculty	981	2,009	398	29%	59%	12%
USM						
Permanent Faculty	70	511	2,877	2%	15%	83%
"Temporary" Faculty	219	435	651	17%	33%	50%
Part-Time Faculty	345	1,398	1,301	11%	46%	43%
Morgan State University						
Permanent Faculty	17	93	132	7%	38%	55%
"Temporary" Faculty	10	31	34	13%	41%	45%
Part-Time Faculty	3	11	3	18%	65%	18%
St. Mary's College						
Permanent Faculty	0	14	87	0%	14%	86%
"Temporary" Faculty	0	0	9	0%	0%	100%
Part-Time Faculty	14	31	25	20%	44%	36%
Public Four-Year						
Permanent Faculty	87	618	3,096	2%	16%	81%
"Temporary" Faculty	229	466	694	16%	34%	50%
Part-Time Faculty	362	1,440	1,329	12%	46%	42%
Total All Campuses						
Permanent Faculty	189	1,548	3,442	4%	30%	66%
"Temporary" Faculty	271	822	844	14%	42%	44%
Part-Time Faculty	1,343	3,449	1,727	21%	53%	26%

Table 13
Faculty of Maryland Public Community Colleges 1998
By Major Program

	Permanent Full-Time	Temporary Full-Time	Part-time Faculty
Transfer Programs	968	368	1,907
Career Programs			
Bus & Comm Tech	111	45	189
Data Proc Tech	53	36	155
Paramed Tech	148	45	153
Mech & Eng Tech	36	27	51
Nat Sci Technology	9	3	21
Pub Serv Technology	45	10	64
Unknown	13	17	1,730
Total	**1,383**	**551**	**4,270**

Table 14
Faculty of Maryland Public Four Year Campuses 1998
By Major Program

	Permanent Full-Time Faculty				Temporary Full-Time Faculty				Part-Time Faculty			
	USM	Morgan	St. Mary's	Four-Year Publics	USM	Morgan	St. Mary's	Four-Year Publics	USM	Morgan	St. Mary's	Four-Year Publics
Ag.& Nat. Res.	226	0	0	226	81	0	0	81	27	0	0	27
Arch & Env Res.	18	2	0	20	1	0	0	1	6	1	0	7
Area Studies	10	0	0	10	1	0	0	1	5	0	0	5
Bio. Sciences	199	15	9	223	47	7	0	54	53	1	3	57
Bus. & Mgmt.	235	23	0	258	59	10	0	69	194	1	0	195
Communications	68	4	0	72	9	1	0	10	103	1	0	104
Computer Info. Sci.	116	10	0	126	70	1	0	71	72	2	0	74
Education	330	29	3	362	71	7	0	78	292	3	18	313
Engineering	232	23	0	255	166	6	0	172	157	0	0	157
Fine & App. Arts	230	7	12	249	27	3	1	31	239	1	18	258
Foreign Lang	95	4	8	107	15	2	1	18	69	0	2	71
Health Professional	245	2	0	247	129	0	0	129	200	0	0	200
Home Economics	31	2	0	33	7	1	0	8	16	0	0	16
Law	87	1	0	88	9	0	0	9	83	0	0	83
Letters	246	38	18	302	51	11	1	63	205	4	6	215
Library Science	9	0	0	9	1	0	0	1	14	0	0	14
Mathematics	162	9	7	178	39	7	1	47	85	0	1	86
Physical Sci.	256	11	9	276	243	11	0	254	111	3	0	114
Psychology	138	4	9	151	13	2	4	19	108	0	4	112
Public Affairs	73	8	0	81	51	0	0	51	41	0	0	41
Social Sciences	429	35	27	491	151	7	1	159	254	4	8	266
Theology	0	0	0	0	0	0	0	0	1	0	0	0
Interdiscipl.	12	0	0	12	14	0	0	14	47	0	0	1
Bus & Comm Tech	0	3	0	3	0	0	0	0	0	0	0	47
Data Proc Tech	0	0	0	0	0	0	0	0	0	0	0	0
Paramed Tech	0	1	0	1	0	1	0	1	0	0	0	0
Mech & Eng Tech	0	1	0	1	0	0	0	0	0	0	0	0
Nat Sci Tech	6	0	0	6	1	0	0	1	6	0	0	0
Pub Serv Tech	0	0	0	0	0	0	0	0	0	0	0	6
Directed Technology	0	0	0	0	0	0	0	0	1	0	0	1
Unknown	7	12	0	19	53	8	0	61	663	0	11	674
Total	**3,460**	**244**	**102**	**3,806**	**1,309**	**85**	**9**	**1,403**	**3,052**	**21**	**71**	**3,144**